



Operational Training

North Yorkshire Police

Public Accountability Meeting

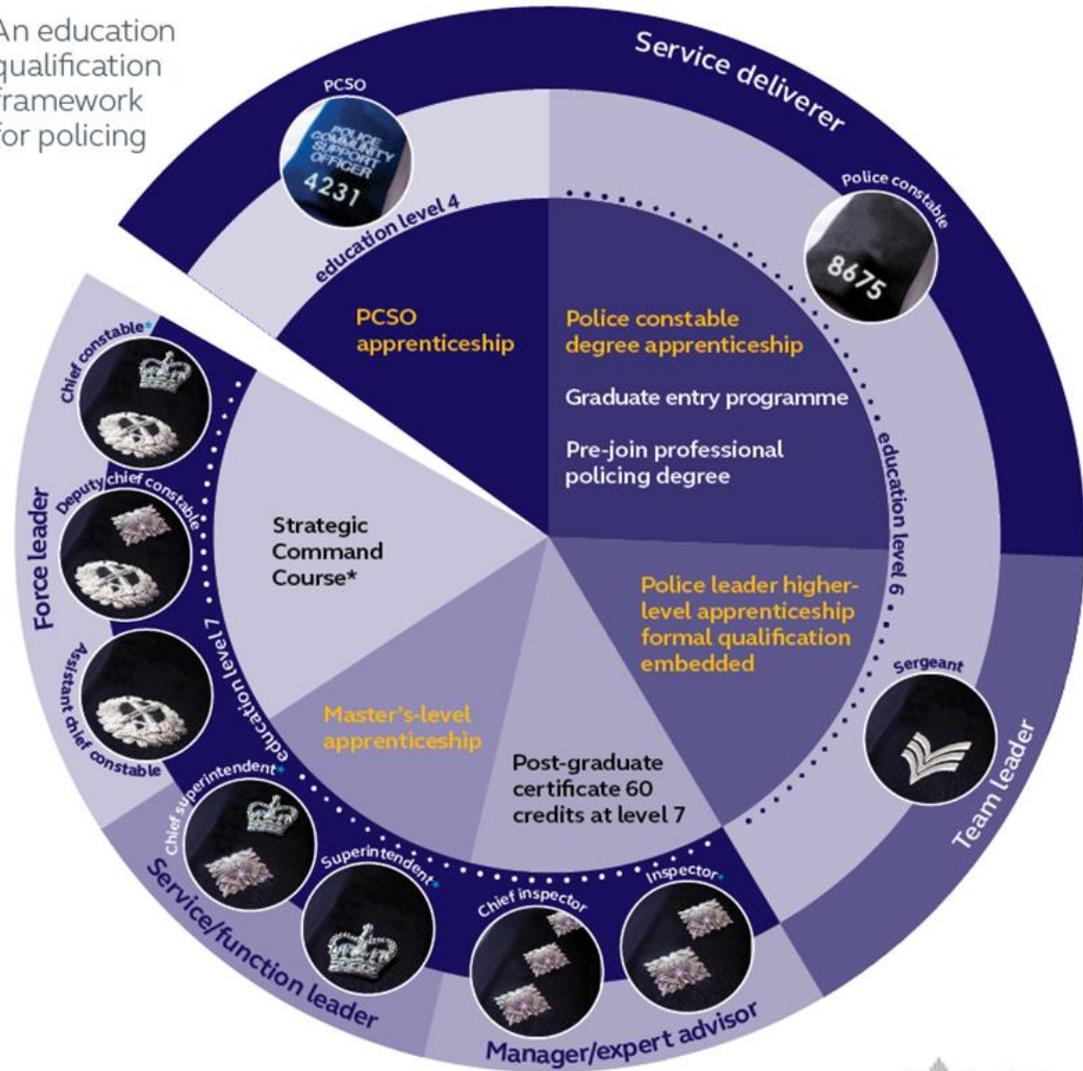
Portfolio

- Initial Training Programmes (PEQF)
- Professional Development Unit (PDU)
- Officer Safety Training (OST)
- Driver Training
- Tactical Training Support
- Police Systems Training
- Procurement and Contract Management of all Mandatory Training (includes all Crime and other Specialist Training)



PEQF Framework

An education qualification framework for policing



* The minimum prerequisite qualification eligibility for appointment to chief officer role will be level 7 master's. For all other roles, the level signifies the education standard/qualification achieved on completing the education programme required for confirmation in post.
 * Direct Entry route * Apprenticeship
 This framework will be expanded on to incorporate police staff and specials at a later date, to reflect everyone working in policing.

Police Constable Degree Apprenticeship (PCDA)

Initial Professional Development

Year 1 →

Academic Level 4

Operational Deployment

Tutor patrol phase

Obtain Independent Patrol Status

Continuous Professional Development

Year 2 →

Academic Level 5

Response Policing

Community Policing

Policing the roads

Information & Intelligence

Conducting investigations

Full Operational Competency (FOC)

Advanced Professional Development

Year 3 →

Academic Level 6

Specialism from Year 2

Evidence Based Research Project

Academic Assessment

Reflective Presentation and Panel Discussion

Operational Competence Portfolio

Professional Development Unit (PDU)

- **74 officers recruited on the PCDA programme in 2021**, see below:
- **23** officers successfully completed Year 1 and now on bespoke attachments Year 2 (**3** on break in learning)
- **10** officers commencing year2
- **19** officers reached IPS
- **19** officers in tutorship
- a further **45** PCDA in training at HQ



Challenges

- Embedding the PEQF Framework
 - Additional entry routes for Police Constables including DHEP
 - New Programme for Police Community Support Officers (level 4) , and Specials (national Curriculum)
 - Embed cultural change to embrace the new programmes
- Attraction and Retention
- Maintaining delivery whilst adhering to Covid-19 restrictions
- The Training Estate
- Financial - Apprenticeship levy
- New legislation, guidance and protocols
- Training needs analysis, occupational officer competency, evaluation



Successes

At the height of COVID restrictions:

- Completed IPLDP delivery
- Implementation of PCDA
- Partnership with Open University
- Implementation of the PDU
- Designed and Delivered a new comprehensive Tutor course
- Delivery of mandatory training – First force to maintain Driver Training and OST
- Embraced Blended Learning e.g. Crime and Officer Safety Training
- New training rooms scheduled





Operational Training

Glossary of Terms

- **COP** College of Policing
- **DHEP** Degree Holders Entry programme
- **FOC** Fully Operationally Competent
- **IPLDP** Initial Police Learning Development Programme
- **IPS** Independent patrol Status
- **PCDA** Police Constable Degree Apprenticeship
- **PDU** Professional Development Unit
- **PEQF** Police Education Qualifications Framework
- **OCP** Operational Competence Portfolio
- **OST** Officer Safety Training
- **SDO** Student Development Officer (previously Tutor Constable)